

# Collective Bargaining Agreement

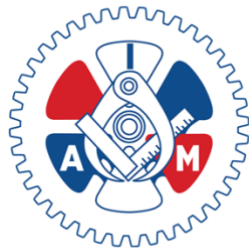
Between

Allied Aviation Fueling Co



And

International Association of  
Machinists & Aerospace Workers  
District Lodge 142



**IAM**  
DISTRICT 142

April 28, 2026 to April 27, 2029

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**SAN ANTONIO FUELING**  
**San Antonio, Texas**

**Parties to the Agreement:**

**Pursuant to the Voluntary Recognition Agreement dated December 20, 2019 between Allied Aviation Service Company and the International Association of Machinists and Aerospace Workers, AFL-CIO, this Agreement is entered into this (Insert DOR) by and between Allied Aviation Fueling Company of San Antonio, Inc (hereinafter referred to as the "Company") and the International Association of Machinists and Aerospace Workers, AFL-CIO, District 142 (hereinafter referred to as the "Union") as representative of the employees in the Job Classifications listed herein.**

**ARTICLE 1**

## **RECOGNITION AND SCOPE**

(a) In accordance with the provisions of the **Railway Labor Act**, the Union is recognized by the Company as the sole Collective Bargaining agent for the employees of the Company in the classifications listed herein and for such other classifications as the Company may employ in the future as may hereinafter be mutually agreed upon.

(b) This collective bargaining agreement ("Agreement") shall cover only those employees engaged in the operation and maintenance of the fueling facilities of San Antonio International Airport, San Antonio, Texas.

(c) The Company recognizes that it is in the mutual interest of the employees and of the Company to maintain stable labor relations through Collective Bargaining between the parties and through Union security for the employees, individually and collectively.

(d) The scope does not include the right to manage, direct and/or dispatch functions which will be handled by management or administrative personnel. It is understood and agreed that all employees in the classifications under Article 5(b) hereof, including part-time employees will perform such bargaining unit employee jobs with exception of supervisory personnel, which may conduct such bargaining unit employee jobs only on a limited basis.

## **ARTICLE 2**

### **PROMOTIONS**

(a) A promotional vacancy in any classification listed herein shall be filled by the bidding procedures. The Company shall post the bid for such vacancies for a period of seven (7) calendar days and shall award the job to the senior qualified bidder and the Company shall post the name of the successful bidder and notify the local Union.

- (b) An employee filling a vacancy shall be given ninety (90) calendar days to demonstrate that he can satisfactorily perform the work assignment involved.
- (c) 1. In filling all posted positions, assignment will be made to the senior qualified employee who bids for the position.  
  
2. In the event that there are no qualified bidders, for a qualified vacancy, the Company shall fill such vacancy in the following order:
  - a. Assign any qualified employee within the classification desiring such vacancy;
  - b. Promote the most senior qualified employee from a lower classification desiring such upgrade;
  - c. Hire an employee from outside the Company.
- (d) Employees shall be given at least five (5) calendar days' notice of all shift changes except in extreme emergencies when one (1) calendar day notice shall be required.

### **ARTICLE 3**

#### **HOURS OF WORK**

- (a) The work day shall consist of a twenty-four (24) hour period and a regular day's work shall consist of eight (8) consecutive hours, inclusive of a thirty-minute meal period. The work day shall begin at the beginning of the employee's shift starting time.
- (b) The work week (and pay week) shall consist of seven (7) consecutive days, beginning at 12:01 a.m. on Monday and the regular weekly work schedule shall consist of five (5) work days of eight (8) hours per day, or four (4) work days of ten (10) hours per day.
- (c) Each employee shall be scheduled two consecutive (2) days off during each week.

- (d) Employees hereunder may exchange day or days off with other employees within their classification and within the same Pay Period; provided notice is given to the Company at least three (3) days prior to such exchange. Days exchanged will not incur overtime. In addition, Vacation, Sick days, and holidays not worked are considered inactive hours and shall not count towards overtime hours. Any exchanges are limited to regular hours for regular hours in the same week.
- (e) Effective January 6, 2014 and semiannually thereafter employees covered by this Agreement will rebid shifts and days off within their respective classification. Preference of shifts and days off will be awarded on the basis of seniority by work classification. The number of shift starting times and the starting time of each shift shall be in the sole discretion of the Company.
1. At least three (3) weeks prior to the effective date of the semiannual rebid, the Company will prepare a list of all shifts and days off available in each job classification which will be posted on the bulletin board for a period of ten (10) days.
  2. Within the ten (10) days following posting, each employee will indicate his preference of shifts and/or days off. Employees failing to submit changes in preference of shifts and/or days off will be assigned a shift by the Company.
  3. Shifts and days off in a classification shall be assigned in accordance with seniority.
  4. In the case of a substantial number of airline schedule changes, it may become necessary for an interim change requiring the reassignment of shifts.
  5. In the event an employee is absent from duty because of vacation, the sick leave, leave of absence, etc.; during the rebidding of shifts, the

steward, or a member of management if the steward is unavailable, will contact him to get his choice of shifts and days off.

**ARTICLE 4**  
**PART-TIME EMPLOYEES**

As defined by the Affordable Health Care Act (ACA), Part Time employment is defined as less than 30 hours per week.

As outlined below, the employment of Part-Time Employees will not be at the detriment of the Full Time Employees, meaning the Company cannot replace the current Full Time Employees with Part-Time Employees unless the Full-Time Employee resigns, retires, passes away or is dismissed with cause.

- (a) The rates to be paid to part-time employees shall be set forth in Article 5 and such employees shall not be entitled to other benefits other than those defined in this Collective Bargaining Agreement.
- (b) Part-time employees shall be used in the classification of fueler, mechanic, or utility.
- (c) A part-time employee is one who is scheduled to work no more than thirty (30) hours per work week.
- (d) Any part-time employee scheduled to work shall be guaranteed a minimum of four (4) hours of work per day.
- (e) At the Company's discretion a part time employee may be schedule for up to eight (8) consecutive hours in a work day, inclusive of a meal period, and up to a maximum of three (3) days in a work week. Such employee may be scheduled to work up to a maximum of three (3) consecutive days, which includes Friday, Saturday, Sunday, or Monday.

- (f) Part-time employees shall be offered overtime only after all full-time employees have refused overtime (See Article 6-Overtime Compensation).
- (g) Part-timers will work off their own seniority roster.
- (h) Part-timers' Workmen's Compensation provisions shall only be those as stated in the in laws of the State of Texas.
- (i) In the event of a reduction of the work force, no full-time employees within all classification will be laid off before any part-time employee.

The following represents the benefits to be applicable to part-time employees:

- (j) Holidays: Part-time employees shall receive compensation for the following five (5) holidays annually and shall be paid the rate of time and one-half (1<sup>1/2</sup>) when worked. The holidays will be recognized on the day celebrated by the nation.

New Year's Day

Thanksgiving Day

Independence Day

Christmas Day

Labor Day

- (k) At the Company's discretion a part-time employees may be credited additionally for being exempt from health insurance. The weekly amount to be paid will not exceed \$25.00 per week. In addition, at the Company's discretion may pay the equivalent of other employee benefits on a pro-rata hourly basis.
- (l) At the Company's discretion Part Time employees may be paid a thirty (30) minute lunch period.

## **ARTICLE 5**

### **WAGES**

- (a) Hourly Rates.

Classification

Fuelers / Utility Worker / Tank Farm Operator

Start	\$ 17.00	16.50
6 months	\$ 17.25	16.75
1 yr	\$ 17.75	25
2 yr	\$ 18.25	17.50
3 yr	\$ 18.50	17.75
4 yr	\$ 18.75	18.00
5 yr	\$ 19.00	18.25
6 yr	\$ 19.50	18.50
7 yr	\$ 19.75	18.75
8 yr	\$ 20.00	19.00
9 yr	\$ 20.25	19.25
10 yr	\$ 20.50	19.50

Mechanic

Start	\$ 19.00	18.50
6 months	\$ 19.25	19.00
1 yr	\$ 19.50	19.25
2 yr	\$ 19.75	19.50
3 yr	\$ 20.00	19.75
4 yr	\$ 20.25	20.00
5 yr	\$ 20.50	20.25
6 yr	\$ 20.75	20.50
7 yr	\$ 21.00	20.75
8 yr	\$ 21.25	21.00
9 yr	\$ 21.50	21.25
10 yr	\$ 21.75	21.50

Additional \$0.25 per hr shift differential for shifts starting after 1500 (3:00 pm)

Fuelers / Utility Workers

Start	\$9.75
90 Days	\$9.85
1 Yr	\$10.00
2 Yrs	\$10.25
3 Yrs	\$10.50
4 Yrs	\$10.75
5 Yrs	\$11.00

6-Yrs	\$11.25
7-Yrs	\$11.50
8-Yrs	\$11.75
9-Yrs	\$12.00

For Overscale Employees see Article 30 Tank Farm Operator

Start	\$10.00
90-Days	\$10.10
1-Yr	\$10.25
2-Yrs	\$10.50
3-Yrs	\$10.75
4-Yrs	\$11.00
5-Yrs	\$11.25
6-Yrs	\$11.50
7-Yrs	\$11.75
8-Yrs	\$12.00

For Overscale Employees see Article 30 Mechanics

Start	\$12.25
90-Days	\$12.35
1-Yr	\$12.50
2-Yrs	\$12.75
3-Yrs	\$13.00
4-Yrs	\$13.30
5-Yrs	\$13.65
6-Yrs	\$13.85
7-Yrs	\$14.20
8-Yrs	\$14.50

**Fuelers / Utility  
Workers / Tank Farm  
Operator**

Start	\$17.50		\$18.50
1 Yrs	\$17.75		\$19.00
2 Yrs	\$18.00		\$19.50
3 Yrs	\$18.25		\$20.00
4 Yrs	\$18.75		\$20.50

**Mechanics**

Start	\$17.75		\$22.50 1
Yrs	\$18.00		\$23.00
2 Yrs	\$18.25		\$23.50
3 Yrs	\$18.50		\$24.00
4 Yrs	\$18.75		\$24.50

**All employees above the scale will receive \$0.50 DOR and each anniversary of DOR for the duration of the Agreement.**

All employees above the scale shall receive a 5% increase to their current regular hourly rate of pay at DOR. All employees above the scale shall receive a 3% increase at DOR +12 months to their current regular hourly rate of pay at DOR +12 months. effective the second year of this agreement. All employees above the scale shall receive a 3% increase to their current regular hourly rate of pay at DOR +24 months. effective the thir year of this agreement.

The Company will continue to pay Lead pay of \$1.00 per hour to all current leads for all hours working in the capacity as a Lead.

An additional \$0.25 per hour shift differential will be paid to those who work the 10:30 pm to 6:30 am shift.

**Flex Rate of Pay:** The Company has the right to start a new employee at a rate higher than the minimum starting rate. If the Company uses the above flex rate pay adjustments all employees below the new set rate will be brought up to that level and continue to progress through the pay scale. The Company has the right to start a new employee at a rate higher than the minimum starting rate.

(b) **Classifications:**

**Fueler:** Responsible for servicing all types of aircraft with fuel; additionally, automotive and ground support equipment, lavatory and water service(s) are serviced. All fuelers are qualified to fuel the various aircraft types of each airline and can work at any terminal or airline. These individuals are trained to handle non-routine situations, such as defueling and fueling aircraft with inoperative fuel quantity indicators. In addition, they are responsible for normal job housekeeping duties (i.e. break room and mobile equipment utilized), and all of the normal paperwork required for the job in accordance with Allied Aviation and the various airline customer's policies and procedures.

**Lead Fueler:** The duties of a Lead Fueler will be the same as Fueler and in addition, as a working member of the group, he will be responsible to a Supervisor and shall assign work to and lead other employees in the fueler classification.

**Mechanic:** The duties of a Mechanic shall be the repair, maintenance, and operation of all the Company's equipment, facilities and premises in the Company's fueling operation and the housekeeping of records pertinent hereto. The duties of a mechanic shall also include normal shop housekeeping duties and work with utility personnel regarding the tank farm operation.

**Lead Mechanic:** The duties of a Lead Mechanic will be the same as Mechanic and in addition, as a working member of the group, he will be responsible to Management and shall assign work to and lead other employees in the mechanic and utility classification.

**Tank Farm Operator:** The duties of the Tank Farm Operator will consist of the operation and inspection of all components in the facility, and other related duties such as the appearance and upkeep of the facility. All set up and preparation required to receive all fuel products into the facility, the dissemination, the collection, and the computerization required for the receipt and disposal of all fuel products into and out of the facility. As well as all clerical duties related to the operation and inspection of all components, the receipt and disposal of all fuel products, and the related duties such as the appearance and upkeep. The Tank Farm Operator(s) will work under the guidance of the Lead Mechanic, and the supervision of the Maintenance Supervisor(s) and Maintenance Manager.

**Utility Worker:** These individuals are under the direction of the Mechanics and their responsibilities are to keep the overall facility looking like new. Their duties include but are not limited to operations of the fuel farm, janitorial services, general repair and maintenance of the facility and premises, spill clean-up services, sumping of fueling equipment, and to check and top-off fuels and other fluids when required of the equipment prior to fueling and prior to shifts. They are also responsible for the receiving and dispatching of jet fuel via pipeline and/or tanker truck, take samples and perform tests on product for quality control and perform inspections, and log entries of fuel transactions. In addition, they may be asked to perform various other tasks that management may see fit.

**Lead Utility Worker:** The duties of a Lead Utility will be the same as a Utility Worker and in addition, as a working member of the group, will fall under the direction of a Lead Mechanic and shall assign work to and lead other employees in the utility classification.

Lead Classifications:

1. The Company will continue to pay Lead pay of \$1.00 per hour to all current leads at the signing of this contract for all hours working in the capacity as a Lead. As these employees resign or their employment becomes severed from the Company, those positions will not be replaced.
2. The Lead shall be qualified in the duties of his classification and will be capable of performing such duties. He will assist his group in the performance of their duties provided such assistance does not interfere with the performing of his primary responsibilities.
3. The Company will have the right to demote a Lead for poor or inadequate work performance. In the event a current lead is demoted, he will be restricted from bidding a lead position for one (1) year.

**ARTICLE 6**

**OVERTIME COMPENSATION**

(a) PAYMENT OF OVERTIME

(I) All overtime worked will be paid. Overtime will be paid for all overtime hours worked regardless of the employee having obtaining prior approval for working such overtime;

(II) Employees are required to obtain prior approval from the Company before actually working any overtime. If prior approval is not obtained the employee will be subject to progressive discipline;

(III) Prior approval is required for all overtime and for punching in at the start of work or punching out after work and/or leaving work ~~outside of the 7-minute rule~~;

(IV) Any employee who works overtime or punches in/out, starts and/or leaves work ~~outside of the 7-minute rule~~ and/or fails to obtain prior approval before "actually" performing any overtime work may be subject to the Company's disciplinary procedures, up to and including termination, as may be permitted by this Agreement, ~~the collective bargaining agreement in effect for the location where the work is performed~~.

(b) Overtime rate of time and one-half (1 1/2) computed on an actual minute basis adjusted to the nearest one-tenth (1/10th) of an hour, with a minimum of one-tenth (1/10th) hour overtime, shall be paid for all work performed in excess of forty (40) hours in a week. The Company will follow the Fair Labor Standards Act, Federal Wage and Hour Laws.

(c) In the event all Full-Time employees refuse the overtime offered, employees may be required by the Company to work overtime; known as "Required Overtime".

(d) If ~~all of the~~ ~~the all~~ full-time employees elects not to accept overtime, and the Company has to move to "Required Overtime", the Company will offer the none-accepted overtime to the Part-Time employees before requiring full time employees.

(e) In the event all employees refuse the overtime offered, the full employee on duty with the least amount of seniority to his credit will be required by the Company to work "Required Overtime". Employees refusing to work Overtime rate of time and one-half (1 1/2) computed on an actual minute basis adjusted to the nearest one-tenth (1/10th) of an hour, with a minimum of one-tenth (1/10th) hour overtime, shall be paid for all work performed in excess of forty (40) hours in a week. The Company will follow the Fair Labor Standards Act, Federal Wage and Hour Laws.

(f) In the event all Full-Time employees refuse the overtime offered, employees may be required by the Company to work overtime; known as **"Required Overtime"**.

(g) If ~~the~~ all of the full-time employees elects not to accept overtime, and the Company has to move to "Required Overtime", the Company will offer the none-accepted overtime to the Part-Time employees before requiring full-time employees to work the "Required Overtime".

(h) In the event all employees refuse the overtime offered, the full-time employee on duty with the least amount of seniority to his credit, who has not already been held to work "Required Overtime" during that pay week, will be required by the Company to work "Required Overtime".

Employees refusing to work "Required Overtime" or who leave work while on "Required Overtime" will face Disciplinary Action, up to and including Termination.

(i) An employee can be held on **"Required Overtime"** no more than **one (1) time in the same Workweek/Pay Period**.

(j) Employees required to work sixteen (16) hours or more within their regular work day will be given a rest period of at least six (6) hours before being required to report to work again.

(k) If maintenance is called back after hours meaning called back to return to work, the maintenance employee is to be paid for a minimum of four (4) hours overtime except by mutual agreement between the Company and the employee to waive the requirement for the minimum of four hours, and may do so with approval, and in such cases will be paid the actual time worked to the nearest (1/10<sup>th</sup>) of an hour of overtime rate.

## **ARTICLE 7**

### **HEALTH INSURANCE**

Effective the 1<sup>ST</sup> day of the month following the completion of 60 days of full-time service the Company shall provide the employee, Employee Only (EO) medical insurance, subject to the employee's monthly contribution of 20% of the EO premium rate for San Antonio, Texas.

The employee shall have the option to Opt-Out out of the medical health insurance program. Should the employee decide to Opt-Out a \$25.00 per week payment (payable weekly) will be provided to the employee. To be eligible for the Opt-Out payment the employee must complete an Allied Aviation Opt-Out form.

Effective the 1<sup>ST</sup> day of the month following the completion of 60 days of full-time service the Company will provide the eligible employee who elects EO coverage to purchase Employee + 1 (Emp + 1) or Family (Fam) coverage at the employee's own expense.

The company will offer the employee the ability to purchase dental and/or vision insurance coverage at the employee's own expense.

- (a) Life insurance in the amount of \$10,000.00 will be provided by the company, with the company offering the employee the ability to purchase additional life insurance coverage at the employee's own expense.

**ARTICLE 8**  
**HOLIDAYS**

- (a) The following paid holidays are recognized:

New Year's Day	Independence Day
Martin Luther King Day	Labor Day
Personal Day()	Thanksgiving Day
Memorial Day	Christmas Day

\* A Personal Day can be requested and taken with management's approval. Approval shall not be withheld unreasonably, noting that the Company must maintain operations and must meet the schedules of the airlines. If the day is not used it can be sold back as of 11/30 of the calendar year, and if reasonably possible will be paid in December for the same year.

(b) ~~An employee who elects to work during the seven national holidays.~~ If all the employees do not want to work and the part-time employees do not want to work, then if ~~an~~ a full time employee is required to work on

any of the above seven national holidays shall receive double time and one-half (2 1/2) for all hours worked on the holiday. The Personal Day will be paid at straight time.

(c) In order to be eligible for holiday pay, under this Agreement, an employee must work the scheduled work day before and the day following the holiday.

Excluding Jury Duty, Bereavement, or approved floating holiday personal day.

(d) Payment for a holiday, as such, will not be made to an employee:

1. Who is on a requested approved leave of absence without pay.
2. Who has been furloughed.
3. Who is scheduled to work the holiday and does not do so.

## **ARTICLE 9**

### **VACATIONS**

(a) ~~For Employee hired prior to 10/1/14:~~

~~On and after January 1<sup>st</sup> of each year, employees who have completed one (1) full year of service shall be entitled to a paid vacation on the following basis:~~

<u>Years of Service</u>	<u>Weeks of Vacation</u>
<del>One (1) — Five (5) years</del>	<del>One (1) week</del>

Six (6) — Ten (10) years  
Eleven (11) years and over

Two (2) weeks  
Four (4) weeks

On and after January 1st of each year, employees who have completed one (1) full year of service shall be entitled to a paid vacation on the following basis:

<u>Years of Service</u>	<u>Weeks of Vacation</u>
<u>One (1) – Five (5) years</u>	<u>One (1) week</u>
<u>Six (6) – Ten (10) years</u>	<u>Two (2) weeks</u>
<u>Eleven (11) years and over</u>	<u>Four (4) weeks</u>

~~All Full Time Employees hired prior to DOR shall accrue, Paid Vacation Time on the following basis:~~

~~Employees who have completed one (1) full year of service will receive one (1) week of Paid Vacation Time.~~

~~Employees who have completed two (2) full years of service will receive two (2) weeks of Paid Vacation Time.~~

~~Employees who have completed five (5) full years of service will receive three (3) weeks of Paid Vacation Time.~~

~~Employees who have completed ten (10) full years of service, will receive four (4) weeks of Paid Vacation Time.~~

(b) ~~For Employee hired after 10/1/14:~~

<u>Years of Service</u>	<u>Weeks of Vacation</u>
One (1)	One (1) week
Two (2) — Nine (9) years	Two (2) weeks
Ten (10) years and over	Three (3) weeks

Vacation time will be accrued monthly.

On and after January 1<sup>st</sup> of each year, employees who have not yet completed one (1) full year of service shall be entitled to a paid vacation on the following basis:

<u>Months of Service</u>	<u>Paid Vacation Time</u>
1 - 3 Full Months	0 Vacation Days
4 – 5 Full Months	1 Vacation Days
6 – 7 Full Months	2 Vacation Days
8 – 9 Full Months	3 Vacation Days
10 – 11 Full Months	4 Vacation Days

The above vacation pay shall be based on an employee's regular straight-time rate multiplied by employees scheduled hours for each day.

- (b) Vacations will be scheduled to fit the needs of the operation.
- (c) Employees days off will not be changed as a result of taking vacation.

On December 1<sup>st</sup> of each year, the Company will post for bidding a list of available vacation weeks for the coming year. Vacation preference will be awarded in accordance with seniority by shift and classification and the vacation schedule for the year will be posted no later than December 15<sup>th</sup>.

- (d) A Holiday that occurs during an employee's vacation periods will be paid at 8 hours straight time with no additional time off.

The employee may elect to sell back all accrued vacation in full weeks on a scheduled six months basis being July and January each year and the following year.

**ARTICLE 10**  
**SENIORITY**

- (a) Employees shall be considered on probation for the first ninety (90) days of employment. Seniority under this Agreement shall be defined as length of continuous service performed (worked) by employee starting from the first (1<sup>st</sup>) day the employee was hired.
- (b) Seniority shall be exercised for the selection of shifts, days off and vacations.
- (c) If a reduction in force is necessary, employees shall be reassigned, demoted or laid off on a seniority basis to the extent that they are qualified to fill the new assignment.
- (d) If a reduction on force is necessary employees shall have the right to accept a layoff instead of being demoted.

- (e) Seniority rights of employees who have been laid off shall terminate if they are not rehired within six (6) months after layoff.
- (f) Reemployment after layoff shall be on a seniority basis.
- (g) A seniority list giving name, date of employment and job classification shall be furnished to the Union and forwarded to District Lodge 142, Kansas City, MO one (1) month after the signing of the Agreement and semi-annually thereafter.
- (h) An employee who is discharged for cause or who resigns from the service of the Company, shall lose all seniority rights and employee benefits.
- (i) For two (2) or more employees hired on the same day, seniority will be given to the employee with the lowest Social Security Number (last four (4) digits only). In the event of a reduction in the workforce, employees affected by such reduction may be offered consideration to fill a vacancy elsewhere in the system if such a vacancy is his classification exists.

## **ARTICLE 11**

### **LEAVE OF ABSENCE**

- (a) Upon approval of the Company, an unpaid leave of absence of up to sixty (60) days may be granted an employee. During such leave, the employee's seniority shall accumulate.
- (b) An employee accepting gainful employment while on leave of absence automatically terminates employment with the Company.
- (c) Allied Aviation will comply with all provision of the Federal Family Medical Leave Act (FMLA). FMLA days will be unpaid days and will not be offset by other vacation, personal day, or sick days.

## **ARTICLE 12**

## **MILITARY LEAVE RETENTION OF SENIORITY**

(a) The reemployment and seniority status of any employee hereunder who while in the active service of the Company entered the Armed Services or the Merchant Marines of the United States shall be governed by the provisions of the Selective Service and Training Act of 1948, as amended, or other applicable law.

(b) Employees on leave of absence or on a National Guard annual three (3) week training period shall accrue seniority and length of service credit for pay purposes for time spent on such leave.

## **ARTICLE 13**

### **TERMINATION OF EMPLOYMENT**

Employees shall give the Company two (2) weeks' notice of resignation in writing.

## **ARTICLE 14**

### **OCCUPATIONAL INJURY**

Employees will receive only those benefits provided by the Texas State Worker's Compensation Act.

## **ARTICLE 15**

### **WORK CLOTHES AND TOOLS**

(a) The employee will be required to wear only Company issued uniforms while on duty. The Company will furnish each employee with seven (7) pairs of pants and seven (7) shirts, and Company caps. Company pants must be worn correctly on the waist. Company caps must be worn with the bill straight and forward, not to either side or backwards. Caps must be Company issued, no other caps will be worn while on duty. Employees are required to wear approved work shoes or boots while on duty. The boots will be purchased from an approved vendor or vendors as specified by the Company for a cost up to \$ \$80.00 including tax which

will be covered by the Company. Boots can be purchased on a yearly basis. The maintenance and laundry of uniforms shall be the responsibility of employee. Replacement of uniforms will be on a condition basis. Upon termination from the Company, the employee shall return all uniforms in the employee possession.

- (b) Employees covered by this Agreement are required to keep their uniforms neat and as clean as possible at all times.
- (c) The Company will provide foul weather gear (rain gear), which will consist of pants, jacket and hat. This gear will be replaced by the Company on a condition basis. The employee has the option to purchase rain gear which the Company will reimburse up to \$40.00 including tax with a valid receipt on an annual basis.
- (d) The Company will provide safety equipment for the protection of the employee and all replacement parts will be furnished by the Company on as needed condition basis.
- (e) The Company will furnish flashlights, batteries and bulbs for employees required to use such flashlights.
- (f) Employees are responsible for the maintenance and safe-keeping of all Company issued safety items, work articles, and tools. Employees will reimburse the Company through a payroll deduction (cost deducted from weekly paycheck for 4 weeks) for items not returned for replacement on a condition basis. If the employee leaves Company before the uniform is paid in full the entire balance will be deducted from the employee's last paycheck.
- (g) An employee that has a lost or stolen badge must report the lost or stolen badge to the Company immediately. The employee must immediately complete a replacement badge application and report to the Airport Badging Office on the first available appointment. The employee will reimburse the Company for all replacement badge costs through payroll deduction.

- (h) Employees will not be permitted to work unless they are in possession of and utilizing all necessary and required Company issued equipment, and OSHA required personal protective equipment.
- (i) Company will provide OSHA approved gloves recommended by the Safety Committee on as needed condition basis.
- (j) Full Time Mechanics will be reimbursed up to \$375.00 and Part Time Mechanics will be reimbursed up to \$175.00 annually for the purchase of tools required to perform their job. In order to be reimbursed the mechanic must have the purchase approved by the Maintenance Manager and must submit a valid receipt for the purchase.
- (k) Employees will not be permitted to work unless they are in possession of and utilizing all necessary and required Company issued equipment, and OSHA required personal protective equipment.
- (l) Company will provide OSHA approved gloves recommended by the Safety Committee on as needed condition basis.
- (m) Full Time Mechanics will be reimbursed up to \$375.00 and Part Time Mechanics will be reimbursed up to \$175.00 annually for the purchase of tools required to perform their job. In order to be reimbursed the mechanic must have the purchase approved by the Maintenance Manager and must submit a valid receipt for the purchase.

**ARTICLE 16**  
**BULLETIN BOARDS**

The Company shall provide bulletin boards for the use of the Union. All notices placed on such boards shall relate solely to official Union business and shall have the official signature of the Union. Keys to the bulletin board will be provided to the Chief

Union Steward and the Operation Manager.

**ARTICLE 17**  
**EQUAL TREATMENT**

The Company and the Union agree that there shall be no discrimination against any present or future employee by reason of race, creed, color, age, disability, national origin, sex, union membership or any other characteristic protected by law, including, but not limited to, Title VII of the Civil Rights Act, the Americans with Disabilities Act, the Age Discrimination in Employment Act, 42 U.S.C. § 1981, the Family and Medical Leave Act, the Human Rights Law, or any other similar federal, state or municipal statutes, laws, rules or regulations. All claims the Agreement's grievance and arbitration procedure as the final, binding, sole and exclusive remedy for such violations under the terms of the Collective Bargaining Agreement. The Company and the Union further agree that there shall be no discrimination against any present or future employment applicant in hiring or by any referral system or hiring hall because of the applicant's union membership, or lack thereof and that there shall be no discrimination against any employee as a result of engaging in any activity in support of the Union that is not unlawful or in violation of this Agreement. The Company and the Union further agree that all claims shall be arbitrated on an individual basis. Consequently, neither the Company, the Union or the employees covered by this Agreement may submit any discrimination claim as a class action, collective action or other representative action for resolution under this Agreement or otherwise. This provision shall apply to allegations arising out of events occurring before and/or after the effective date of this Agreement. Arbitrators shall apply applicable law as it would be applied by the appropriate court in rendering decisions on discrimination claims.

**ARTICLE 18 PAY**

**DAYS** All wages  
payable to  
employees  
hereunder shall  
be paid weekly

by check during  
working hours or  
by direct deposit.

## **ARTICLE 19**

### **NO STRIKE – NO LOCKOUT**

- (a) During the life of this Agreement, the Union, its officers, employees and members, shall not cause, authorize, or condone, nor shall any member of the bargaining unit cause, authorize, condone or take part in, any illegal picketing or demonstration on any of the Company's premises or on any property adjacent thereto, or on any property on which a Company facility is located or where the Company performs or delivers its services or in any strike (including a sympathy strike on the airport or surrounding grounds), work stoppage, interruption, sickout, sit-down, stay-in, slowdown, or any other restriction of work or interference with the operation of the Company or its client(s).
- (b) In the event of any conduct prohibited in paragraph (a) above, the Company shall not be required to negotiate on the merits of the dispute which gave rise to the action until such has ceased.
- (c) In the event an individual employee or group of employees engage in any of the prohibited activities set forth in paragraph (a) above, the Company shall have the right, at its discretion, to discipline, up and to including discharge of such employee or groups of employees. If a grievance is filed concerning such discipline or discharge, it shall be filed at the last step of the Grievance Procedure within five (5) calendar days after such discipline or discharge. The Grievance and Arbitration Procedure set forth herein provides the sole and exclusive remedy for the settlement of employee(s) grievances.
- (d) The Company agrees that it will not lockout any employee during the term of this Agreement. However, if any employee is unable to work because of equipment, facilities, labor or other resource are not available due to a strike, work stoppage,

slowdown or other interference by the Company's employees or if the actions of employees of another employer, the airport shut down, the client ceases operation; such inability to work shall not be declared a lockout.

**ARTICLE 20**  
**MANAGEMENT CLAUSE**

The Union recognizes and agrees that the Company retains the sole right and responsibility to manage and operate the business in all respects and as to all matters in connection with the exercise of such rights, subject only to the employee's right to grieve, in accordance with the procedures later provided in this Agreement.

Such rights include but are not limited to the establishment of working conditions, work shifts and shift times, the hiring, promoting, demoting, and rehiring of employees, the suspending, the discharging or otherwise disciplining of employees to the extent that any of such matters are not otherwise covered or provided for in this Agreement; and provided that in the exercise of such functions, management shall not discriminate against any employee because of his membership in, or lawful activity on behalf of the Union.

Except where specifically and expressly abridged or modified by this Agreement and any supplementary agreements that may hereafter be made, all rights, powers and authority of the Company are retained by the Company.

**ARTICLE 21 GENERAL**

- (a) Any employee hereunder who is assigned by the Company to perform the duties and accept the responsibility of a higher classification of work shall be paid the higher rate of pay for said higher classification work for all work performed on that day including overtime in the higher rated classifications.

- (b) The Company agrees to furnish each employee covered by this Agreement with a copy of this Agreement. It will be on 8 1/2 X 11 paper and unbound.
- (c) Supervisors shall perform work normally assigned to members of the bargaining unit when required by the needs of the operations.

**ARTICLE 22**  
**BEREAVEMENT**

In the event of a death in the employee's immediate family which includes father, mother, sister, brother, son, daughter, stepchildren, husband, spouse, current mother-in-law or current father-in-law, it is recognized by the parties that the employee needs time off to attend the funeral service from the day of the death to the day of the funeral. If any of these days off are the employee's scheduled working days, the employee shall suffer no loss in pay, exclusive of overtime, but not to exceed a maximum of three (3) days.

In the event of a death of the employee's grandparent or grandchild, the employee shall be allowed the day off with pay, exclusive of overtime, on the day of the funeral and may request an additional day off without pay at the discretion and approval of Management. Such paid leave will not be granted in instances where the employee, otherwise eligible, does not attend the funeral. An employee absent on bereavement leave shall not be eligible for, or be notified of any overtime bid process for that particular day which is scheduled during the period of such employee's leave unless it is at the request of management.

Such pay will only be honored, provided such employee has provided proof of services.

**ARTICLE 23**  
**COMPLIANCE AND ENFORCEMENT**

Any decisions and/or agreements relating to the interpretation or applicability of this Agreement that are mutually agreed upon in writing by the Company and by the General Chairperson, shall be binding on every individual employee claiming or entitled to the benefits within this Agreement.

(1) Discipline and Enforcement

(A) The Company may terminate or discipline an employee for incompetence, disobedience, dishonesty, disorderly conduct, negligence, absenteeism, or for such other (upon request), with a copy of all complaints which may be placed in the employee's personnel file. During the ninety (90) workday probationary period an employee may be discharged at the Company's option without recourse to the grievance procedure.

(B) An employee who is terminated, suspended or otherwise disciplined, shall be advised in writing of the alleged charge or charges preferred against him, with a copy of the charge or charges to the Local Union President or Chief Steward (upon request), and the employee may request a hearing at which time he shall have the right to Union Representation.

(C) No Letter of Discipline will be placed in an Employee's Personnel File without the signed acknowledgement of that employee. Refusal to sign a Letter of Discipline, in the space provided for acknowledgement of the receipt of the Letter of Discipline, shall be just cause for termination. At the end of eighteen (18) months all "Letters" (including Coaching and Counseling) will become non-referrable in all future disciplinary proceedings but remain in an employee's personnel file.

(D) No employee who has completed his Probation Period will be disciplined to the extent of loss of pay or Termination without being advised in writing of the charge, or charges, preferred against him leading to such action and without the benefit of a fair and impartial hearing. Such notice shall be presented to the employee not later than ten

(10) days from the time the Company has knowledge of the incident upon which such charge or charges are based. This ten (10) day notice does not apply to Absenteeism or Tardiness.

(E) The employee and Chief Steward shall receive forty-eight (48) hours' notice in writing of a fair and impartial hearing and the hearing will be held within not more than ten (10) business days following the termination, suspension or other discipline of the employee and the Company will not schedule hearings on an employee's scheduled day off. However, the employee may be held out of service on suspension for charges involving a hazard to the job.

(F) The Union may select and designate Shop Stewards that are on duty or immediately available for the purpose of representing the employees covered under the terms of this Agreement.

(G) During the Probation Period, an employee may be terminated or disciplined at the Company's option without recourse to the Grievance Procedure.

#### (2) Grievance Process

(A) A grievance is defined as a dispute or difference of opinion raised by one or more employees against the Company, involving the meaning, interpretation, or application of the express provisions of this Agreement, or for dealing with perceived unjust discipline or discharge.

(B) Any decisions or agreements, relating to the interpretations or applicability of this Agreement mutually agreed by the Company and the Union, shall be binding on every individual employee claiming or entitled to the benefits of this Agreement.

(C) The Company will be represented by an authorized person who will be empowered to settle all local grievances not involving changes in Company policy or the intent or purpose of this Agreement.

(D) The Company and the Union are the only parties to this collective bargaining agreement, and they and only they have the right of representation and/or counsel with respect to any and all matters, direct or indirect, having to do with the grievance and arbitration provision of this Agreement. No grievant will be represented by anyone who is not an official representative and/or counsel of the Union or is certified by the Union to the Company to represent them prior to the occurrence giving rise to the grievance. In the event that this Section is violated in any way, directly or indirectly, the grievance will be forfeited and barred absolutely, and evidence of such forfeiture can be used by the Company in a civil action to stay arbitration on such grievance.

(E) No grievance shall be entertained or processed unless it is submitted to the Company within seven (7) calendar days after the event giving rise to the grievance or within seven (7) calendar days of the knowledge thereof.

(F) Written extensions by either party may be granted at any step(s) in the procedure by mutual agreement of the parties.

(G) Any employee or group of employees having a grievance may take the matter up verbally with their supervisor and has the right to have a Steward of their choosing present. The supervisor shall use his best efforts to make a satisfactory settlement. If not settled verbally, the grievance shall be reduced to writing.

(H) The Union will work through a designated Shop Steward for the purpose of representing the terms of this Agreement. The past practice of grievance investigation by authorized Shop Stewards shall continue. Should any abuse of this procedure occur both parties will meet to discuss it.

(I) In the event a grievance is reduced to writing, the parties shall attempt to resolve the dispute in the following manner:

STEP 1: A written grievance stating the nature of the grievance, the contract provision involved, the act(s) complained of, when it occurred, and the remedy sought, shall be presented to grievated employee's supervisor (or his designee) by the grieving employee's Steward within seven (7) calendar days after the event giving rise to the grievance or within seven (7) calendar days of knowledge thereof. Upon delivery of the grievance, it shall be initialed and dated by the grieving employees' supervisor and Steward. The grievated employee's supervisor may return, on the grievated employee's written request, a written response of either denied or accepted with a remedy to the grievated employee's Steward within fourteen (14) calendar days of the written grievance.

STEP 2: The Step 1 answer shall settle the grievance unless it is appealed in writing within seven (7) calendar days after the receipt of the Step 1 answer. If the grievance is not answered within fourteen (14) calendar days, or if the grieved employee determines the grievance is still not satisfactorily resolved, the grievance may be appealed in writing to the second step by providing the Operation/General Manager with a copy of the written grievance and describing in writing the basis for the for the appeal and the Operation/General Manager, or his designee, may deny the appeal or may schedule a grievance meeting within fourteen (14) calendar days of receipt of the written appeal with the grieved employee's Supervisor in an effort to resolve the grievance. The Operation/General Manager may then provide a written answer to the Steward, or their designee, within fourteen (14) calendar days of the scheduled grievance meeting. If the grievance appeal is denied or if the Steward, or their designee, determines the grievance is still not satisfactorily resolved then within thirty (30) calendar days from the filing of the appeal then the Steward, or their designee, may determine to submit the grievance to the third step of the grievance procedure.

STEP 3: The Step 2 answer shall settle the grievance or if there is no resolution withing the time limits set forth in the second step and the Steward, or their designee, determines there remains a dispute then, within ten (10) calendar days of receipt of the Step 2 answer but no more than twenty (20) calendar days from the date of the timely appeal to Step 2, the Union may determine to proceed to Step 3 by providing a copy of the written grievance and appeal to the VP of Operations, or his designee. If the grievance is appealed to the third step, a designee of the Union with authority to resolve such issue and the VP of Operations, or his designee, shall meet in person or by telephone within ten (10) calendar days of receiving such written appeal and the VP of Operations, or his designee, may deliver a written answer to the Union designee within ten (10) calendar days of such meeting.

STEP 4: In the event that the grievance is still not satisfactorily resolved at Step 3, the grievance may be appealed to Arbitration within twenty (20) calendar days after submission to Step 3 of the grievance procedure. The Arbitration is to be held at a local hotel within a five-mile radius of the San Antonio, Texas facility.

(J) In the case of suspension with loss of pay or discharge of any employee, Step 1 and Step 2 of the above procedure may be bypassed and an appeal may be submitted directly to Step 3. The time limits to proceed directly to Step 3 shall be seven (7) calendar days from the date of suspension or discharge. If a satisfactory answer is not received within the time frame set forth in Step 3 it may then be processed to Arbitration as per Step 4 above.

(K) The IAM President and Directing General Chairperson (PDGC), or his designee, shall have the right to determine whether or not the grievance complaint is qualified to be submitted for arbitration by the Union.

(L) In case it is found that the suspension or discharge is unjust, the employee's remedy shall be limited to reinstatement with full seniority.

(M) Failure to observe a stated time limit within Step 1 through Step 4 of the grievance procedure shall render the grievance untimely.

(N) The time limits in Steps 1 through 4 may be extended in writing by mutual consent of the Company and the Union.

(3) System Board of Adjustment – Arbitration Process

(A) In compliance with Section 204, Title II, of the Railway Labor Act, as amended, there is hereby established a System Board of Adjustment/Arbitration ("System Board") for the purpose of adjusting and deciding disputes or grievances which may arise under the terms of this Agreement and which are properly submitted to it after exhausting the grievance procedure for settling disputes as set forth under this Article. However, by mutual Agreement, any cases properly referable to the System Board may be submitted to it in the first instance.

- (B) The Company and the Union are the only parties to this collective bargaining agreement, and they and only they have the right of representation and/or counsel with respect to any and all matters, direct or indirect, having to do with the grievance and arbitration provision of this Agreement. No grievant will be represented by anyone who is not an official representative and/or counsel of the Union or is certified by the Union to the Company to represent them prior to the occurrence giving rise to the grievance. Employees having a grievance being heard by the System Board may elect not to have Union representation, but the employee may not have any other person and/or entity represent the employee before the System Board. In the event that this Section is violated in any way, directly or indirectly, the grievance will be forfeited and barred absolutely, and evidence of such forfeiture can be used by the Company in a civil action to stay arbitration on such grievance.
- (C) It is expressly agreed that any question concerning any liability or obligation of the Company which requires the construction or interpretation of any statute or law for example, but not by way of limitation, the Fair Labor Standards Act, Workers Compensation and Social Security laws while subject to the grievance procedure shall not be subject to Arbitration under this Agreement.
- (D) The System Board shall consist of three (3) members; one (1) selected by the Company, one (1) selected by the Union, and one (1) selected for each dispute from a panel of eight (8) Arbitrators established by mutual agreement between the Union and the Company (four (4) chosen by each party). After a Panel Member has served for a period of two (2) years, either the Union or Company may request that such member be removed from the Panel. However, a member of the Panel may be removed during the term of this Agreement by mutual Agreement between the Union and the Company. When a change is made, either the Union or Company will select the new Panel member by the same method used to select the original Panel Member.
- (E) The System Board will meet at the Company's offices located at San Antonio International Airport, San Antonio, Texas, unless otherwise mutually agreed between parties.



(F) The System Board will have jurisdiction over disputes between any employee covered by this Agreement that has completed a ninety (90) workday probationary period, the Union and the Company arising out of timely grievances under this Agreement and/or the interpretation or application of any of the terms of this Agreement. The jurisdiction of the System Board shall not extend to proposed changes in hours of employment, basic rates of compensation or working conditions covered by this Agreement or any of its amendments.

(G) The System Board shall consider any dispute within the System Board's jurisdiction timely submitted to it by the General Chairperson or by an Officer of the Company or other authorized Representative, when such grievance has not been waived or previously settled in accordance with the terms of this Agreement.

(H) Each case submitted to the System Board for consideration shall show:

(i) Question or questions at issue;

(ii) Statement of facts;

(iii) Position of Employee or Employees; and (iv) Position of Company.

When possible, joint submissions will be made, but if the parties are unable to agree upon a joint submission, then either party may submit the dispute and its position to the System Board. No matter shall be considered by the System Board, which has not first been handled in accordance with the appeal provisions set forth in Step 1 through Step 4 of the grievance procedure contained in this Agreement.

~~(a) A grievance is a dispute or difference of opinion raised by one or more employees against the Company, involving the meaning, interpretation, or application of the express provisions of this Agreement.~~

~~(b) No grievance shall be entertained or processed unless it is submitted to the Company within ten (10) business days after the event giving rise to the grievance.~~

~~(c) Written extensions by either party may be granted at any step(s) in the procedure by mutual agreement. If either party fails to observe a stated time limit within Step 1 through~~

~~Step 4 of the Grievance Procedure as set forth below (without an agreed to extension of time), the grievance shall be considered settled according to the last position of the other party.~~

~~(d) The parties shall make a sincere and determined effort to settle meritorious grievances in the voluntary steps of the grievance procedure. Any employee or group of employees having a grievance may take the matter up with their supervisor and may request the presence of their steward. The supervisor shall use his best efforts to make a satisfactory settlement. If not settled, the grievance shall be reduced to writing.~~

~~(e) In the event of a grievance involving interpretation or application of the terms of this Agreement, the parties shall attempt to resolve the dispute in the following manner:~~

~~**STEP 1:** A written grievance stating the nature of the grievance, the contract provision involved, the act(s) complained of, when it occurred, and the remedy sought, shall be presented to grieved employee's supervisor (or his designee) by the grieving employee's Steward within ten (10) business days of the supervisor's verbal answer. Upon delivery of the grievance, it shall be initialed and dated by the grieving employees' supervisor and Steward.~~

~~The grieved employee's supervisor will return on the grieved employee's written request a response of either denied or accepted with a remedy to the grieved employee's Steward within ten (10) business days of the written grievance.~~

~~**STEP 2:** The Step 1 answer shall settle the grievance unless it is appealed in writing within ten (10) business days after the receipt of the Step 1 answer. If the grievance is appealed to the second step, Steward or their designee will meet with the Operation/General Manager and the grieved employees Supervisor in an effort to resolve the grievance. The Operation/General Manager will provide a written answer to the Steward or their designee within ten (10) business days after the second step meeting unless a request is made to extend this period.~~

~~**STEP 3:**—The Step 2 answer shall settle the grievance unless the Union appeals it in writing to the HR Manager in New York or a designee within ten (10) business days of the second step answer. If the grievance is appealed to the third step, a designee of the Union with authority to resolve such issue and the HR Manager or a designee shall meet in person or by telephone within ten (10) business days of receiving such written appeal, and shall deliver a written answer to the Union designee within ten (10) business days of such meeting.~~

~~**STEP 4:**In the event that the grievance is still not satisfactorily resolved, the grievance may be referred to Arbitration within fourteen (14) business days of the receipt of the third (3rd) step answer.~~

~~(f)—The IAM President and Directing General Chairperson shall have the right to determine whether or not the grievance complaint is qualified to be submitted for arbitration by the Union.~~

~~(g)—The time limits in Steps 1 through 4 may be extended by mutual consent.~~

~~(h)—In the case of suspension or discharge of any employee, Step 1 and Step 2 of the above procedure may be bypassed and the appeal may be submitted directly to Step 3. The time limits in Step 3 for appeals for both parties shall be ten (10) business calendar days. If a satisfactory answer is not received it may be processed to Arbitration as per Step 4 above.~~

~~(i)—Referral to Arbitration is made by the grieving party by requesting the Director of the Federal Mediation and Conciliation Service to furnish the parties with list of Local Arbitrators for the parties to select an Arbitrator. The Arbitration is to be held at a local hotel within a five mile radius of the San Antonio, Texas facility. While the grievance is being handled pending the adjustment, there shall be no strike or lockout and the decision of the Arbitrator shall be final and binding on~~

~~both parties. The Arbitrator shall render his decision within thirty (30) business days after the hearing or as soon as possible thereafter.~~

~~(j) The impartial arbitrator shall base the decision and the award rendered on the express language of this Agreement and without amending, subtracting from or changing the express language of this Agreement or any supplements to this Agreement. The Arbitrator may only act on a grievance that is based upon the event which occurred (or failed to occur, as the case may be) during the term of the Agreement. Past practice shall not impose an obligation on the Company that is has not expressly agreed upon this Agreement. Nor shall he have the authority to set rates of pay or performance standards. In reference to performance standards, the Arbitrator's only authority will be to rule whether a standard is reasonable and discipline is for appropriate. Failure of the grievant or Union to meet time limitations is not waived by the Company because of discussion(s) of the grievance or alleged grievance in prior steps. No liability shall accrue against the Company for a date prior to the date of the grievance presented, or in disciplinary cases, to the date of the discipline. Except by written agreement between the Company and the Union, no more than one (1) grievance shall be submitted to the same Arbitrator as one (1) hearing or series of hearings.~~

~~(k) Each party shall pay one half (1/2) of the fee and expense of the Arbitrator as well as the hotel room and any other necessary reasonable expenses of the Arbitrator.~~

~~(l) The Union may be represented by a steward or his designee who may sit in on all grievance meetings.~~

~~(m) No employee selected as a steward, or officer of the Union, will be discriminated against for lawful activity on behalf of the Union.~~

~~(n) The Company will be represented by an authorized person at the facility in San Antonio, Texas, who will be empowered to settle all local grievances not having changes in the intent and purpose of this Agreement. The Union and the Company will at all times, keep the other party advised through written notice of any change in authorized representatives. Both the Union and the Company may submit a memorandum of law directly to the arbitrator with a copy to the other party.~~

~~(o) The arbitration article shall expire upon the termination of this Agreement, and no dispute or alleged grievance which arises after the expiration of this Agreement shall be taken to arbitration.~~

~~(p) It is expressly agreed that any question concerning any liability or obligation of the Company which requires the construction or interpretation of any statute or law for example, but not by way of limitation, the Fair Labor Standards Act, Workers Compensation and Social Security laws while subject to the grievance procedure shall not be subject to Arbitration under this Agreement.~~

~~(q)(a) The Company and the Union are the only parties to this collective bargaining agreement, and they and only they have the right of representation and/or counsel with respect to any and all matters, direct or indirect, having to do with the grievance and arbitration provision of this Agreement. No grievant will be represented by anyone who is not an official representative and/or counsel of the Union or is certified by the Union to the Company to represent them prior to the occurrence giving rise to the grievance. In the event that this Section is violated in any way, directly or indirectly, the grievance will be forfeited and barred absolutely and evidence of such forfeiture can be used by the Company in a civil action to stay arbitration on such grievance.~~

## **ARTICLE 24**

## **CHECK-OFF AND UNION DUES**

(A) (a) The Company shall deduct Union Dues from the employees on proper authorization provided by the employee and shall forward such monies to the IAM District 142. The Company will provide District 142 with a dues report, to include employee name, employee number, address, email address, and phone number monthly.

The Company agrees to deduct Union dues and/or agency fees from the wages of each employee who has authorized such deductions, pursuant to applicable law. These deductions shall be made from the weekly paychecks each month, and shall be transmitted to the Union no later than the fifteenth (15th) day of the following month. If either the dues deduction report or the employee roster is not provided in accordance with this Article, or is incomplete, the Company shall provide the missing or corrected data within ten (10) business days of written notice from the Union.

(B) Each Employee, now or hereafter covered by the Labor Agreement between the parties, as it may have been supplemented or amended, shall, as a condition of continued employment, within sixty (60) days following the beginning of such employment or the effective date of this Agreement, whichever is later, become a member of the Union or pay the Union a monthly service fee which shall be equal to the regular dues, initiation fees and assessments uniformly required of regular Union members, and thereafter maintains membership in good standing or remit the service fee (as herein defined) to the Union, provided that such condition shall not apply with respect to any Employee to whom such membership is not available upon the same terms and conditions as are generally applicable to any other member covered by this Agreement, or with respect to whom membership is denied or whose membership is terminated for any reason other than the failure of the Employee to tender the initiation fees and monthly dues or service fees uniformly required of other Employees as a condition of acquiring or retaining membership in the Union or employment with the Company.

(C) For the purpose of this Agreement, in good standing in the shall mean that the Employee is a member of the Union and is not more than sixty (60) calendar days in arrears in the payment of initiation or reinstatement fees or membership dues or assessments uniformly required of other Employees in the same Union. The Employee electing not to become a member in the Union must maintain the service fee payments as provided above and not be more than sixty (60) calendar days in arrears in the payment of the service fee.

(D) When an Employee becomes delinquent, or not in within the meaning of Paragraph (B) above, the employee shall be subject to discharge within sixty (60) calendar days of receipt by the Company of written notice of the delinquency. A discharge under the terms of this Article shall be based solely upon the failure of the Employee to pay or tender payment of initiation fees and membership dues, service fees or assessments as specified herein and not because of denial or termination of membership in the Union for any other reason.

(E) An Employee discharged by the Company under the provisions herein shall be deemed to have been for within the meaning of the terms and provisions of this Agreement. The Union shall indemnify and hold the Company harmless against any and all claims, demands, suits or other 40 forms of liability that may arise out of or by reason of the provisions of this Article. The Company shall promptly notify the Union of any such claims of liability made against the Company.

~~Each Employee, now or hereafter covered by the Labor Agreement between the parties, as it may have been supplemented or amended, shall, as a condition of continued employment, within sixty (60) work days following the beginning of such employment or the effective date of this Agreement, whichever is later, become a member of the Union or pay the Union a monthly service fee which shall be equal to the Union's regular dues, initiation fees and assessments uniformly required of regular Union members, and thereafter maintains membership in good standing or remit the service fee (as herein defined) to the Union, provided that such condition shall not apply with respect to any Employee to whom such membership is not available upon the same terms and conditions as are generally applicable to any other member covered by this Agreement, or with respect to whom membership is denied or whose membership is terminated for any reason other than the failure of the Employee to tender the initiation fees and monthly dues or service fees uniformly required of other Employees as a condition of acquiring or retaining membership in the Union or employment with the Company.~~

~~(A) For the purpose of this Agreement, "membership in good standing in the Union" shall mean that the Employee is a member of the Union and is not more than sixty (60) calendar days in arrears in the payment of initiation or reinstatement fees or membership dues or assessments uniformly required of other Employees in the same Union. The Employee electing not to become a member in the Union must maintain the service fee payments as provided above and not be more than sixty (60) calendar days in arrears in the payment of the service fee.~~

~~(B) When an Employee becomes delinquent, or not in "good standing" within the meaning of Paragraph B above, the employee shall be subject to discharge within sixty (60) calendar days of receipt by the Company of written notice of the delinquency.~~

~~(C) A discharge under the terms of this Article shall be based solely upon the failure of the Employee to pay or tender payment of initiation fees and membership dues, service fees or assessments as specified herein and not because of denial or termination of membership in the Union for any other reason.~~

~~(D) An Employee discharged by the Company under the provisions herein shall be deemed to have been "discharged for cause" within the meaning of the terms and provisions of this Agreement. The Union shall indemnify and hold the Company harmless against any and all claims, demands, suits or other forms of liability that may arise out of or by reason of the provisions of this Article.~~

~~The Company shall promptly notify the Union of any such claims of liability made against the Company.~~

~~The Company shall deduct Union Dues from the employees on proper authorization <sup>3</sup> provided by the employee and shall forward such monies to the IAM District 142. The Company will provide District 142 with a dues report, to include employee name, employee number, address, email address, and phone number monthly.~~

~~A) Each Employee, now or hereafter covered by the Labor Agreement between the parties, as it may have been supplemented or amended, shall, as a condition of continued employment, within sixty (60) days following the beginning of such employment or the effective date of this Agreement, whichever is later, become a member of the Union or pay the Union a monthly service fee which shall be equal to the Union's regular dues, initiation fees and assessments uniformly required of regular Union members, and thereafter maintains membership in good standing or remit the service fee (as herein defined) to the Union, provided that such condition shall not apply with respect to any Employee to whom such membership is not available upon the same terms and conditions as are generally applicable to any other member covered by this Agreement, or with respect to whom membership is denied or whose membership is terminated for any reason other than the failure of the Employee to tender the initiation fees and monthly dues or service fees uniformly required of other Employees as a condition of acquiring or retaining membership in the Union or employment with the Company.~~

~~B) For the purpose of this Agreement, "membership in good standing in the Union" shall mean that the Employee is a member of the Union and is not more than sixty (60) calendar days in arrears in the payment of initiation or reinstatement fees or membership dues or assessments uniformly required of other Employees in the same Union. The Employee electing not to become a member in the Union must maintain the service fee payments as provided above and not be more than sixty (60) calendar days in arrears in the payment of the service fee.~~

~~C) When an Employee becomes delinquent, or not in “good standing” within the meaning of Paragraph B above, the employee shall be subject to discharge within sixty (60) calendar days of receipt by the Company of written notice of the delinquency.~~

~~D) A discharge under the terms of this Article shall be based solely upon the failure of the Employee to pay or tender payment of initiation fees and membership dues, service fees or assessments as specified herein and not because of denial or termination of membership in the Union for any other reason.~~

~~E) An Employee discharged by the Company under the provisions herein shall be deemed to have been “discharged for cause” within the meaning of the terms and provisions of this Agreement. The Union shall indemnify and hold the Company harmless against any and all claims, demands, suits or other forms of liability that may arise out of or by reason of the provisions of this Article. The Company shall promptly notify the Union of any such claims of liability made against the Company.~~

## **ARTICLE 25**

### **SAFETY**

The Company agrees to provide a safe working environment for its employees. A joint safety committee shall be established, composed of one member from each classification, and one representative of the Company. It shall be the duty of this committee to investigate all of the unsafe working conditions submitted by employees. The committee shall keep a record of its meetings, the claims submitted, and actions taken.

The steward may appeal any Company decision in writing to the General Manager. If the steward is unsatisfied at this step, the General Chairman may appeal the Company’s decision in writing to the S.V.P. of Labor Relations and Insurance Allied Aviation Services.

Reasonable time off will be allowed to safety committee members to attend safety committee meetings, provided such time off does not interfere with the Employer’s operation.

The Company is required to maintain a safe workplace. In the case of a work related injury or a non-work related injury the employee will be required at the employee’s cost to obtain a doctors Certificate of Fit for Duty. For reasonable cause the Company

may question the Certificate, and at the Company's expenses obtain a second opinion. If the opinions conflict the parties will get a third opinion which will be jointly paid for by the parties and this decision will be final.

In addition, to protect the Safety and Well Being of the Employee the Company reserves the right to conduct at the Company's cost a physical capacity evaluation (PCE) test on an employee who has lost time from a work related injury or a non-work related injury.

## **ARTICLE 26**

### **DRUG & ALCOHOL TESTING**

Allied Aviation recognizes the health risks employees assume for themselves, and actions which may jeopardize the safety of others, when substance abuse and/or alcohol abuse interferes with the employee's performance of their job duties. Therefore, Allied Aviation will conduct such testing on pre-employment, postaccident, and reasonable suspicion. Employees responsible for cause excluding random basis will be suspended, without pay, until the results of the drug testing are received by the Company.

(a) Employees must refer to the Allied Aviation Services Hourly Employee Handbook, Code of Conduct – Drugs in the Work Place for Policies.

## **ARTICLE 27**

### **SICK LEAVE**

1. **Short Term Leave** – Payment for Sick Time Off shall be based upon the employee's regular straight time rate for hours worked.
2. Each January 1st, employees with three (3) years of service will have five (5) sick days accrued to their account. Employees with at least one (1) year of service as defined above in the vacation article of this contract will be accrued with three (3) sick days to their account. Any employee who has less than one (1) year of service shall be accrued with 1 day sick for every 4 months

of service (max of 2 days). Employees with less than one (1) year of service who have completed their probationary period will accrue sick

Days on pro-rata basis. Probationary Employees do not receive sick time.

3. **Selling of Credited Sick Days - Sick Day Bank:** The employees will have a 21 day Sick Day Bank for unused sick days. All unused sick days over 21 days can be sold back to the company in January of the following year at regular time.

The employee who is eligible to sell back unused sick days will receive the current regular rate of pay. Payment of these days will be made to the employee during the first month of each calendar year. To be eligible to receive such pay, the individual must be an active employee at the time of payout.

4. If an employee is scheduled to work the day before the Holiday or the day after the Holiday, he shall not be entitled to any sick leave allowance for time lost as a result of the illness unless allowed by Federal or State law under these conditions.
5. Should an employee desire to use his Sick day he must call into his Supervisor or the General Manager 2 hours in advance of their scheduled shift except when the employee is hospitalized and physically unable to contact a Company official. At that time, he will be expected to give the following information: name, shift, nature of illness, place where he may be reached and expected duration of absence.
6. An employee who retires, resigns with a minimum of two weeks notice, is laid off or is terminated for cause shall be paid for unused sick days at a rate of one (1) day's pay for each three (3) days unused sick at the employee's regular base rate.
7. Upon death, an employee estate will be compensated for unused sick leave at the employees' straight time base rate.

### **Transitional Work Program**

The Company may introduce a Transitional Work Program ("Light Duty" return to work). Such as program will be managed jointly by the safety committee with equal participation of the Company and the Union.

The Company will pay the employee 85% of the workers compensation rate and the light duty payroll payment will be taxable.

Employees may remain in the Transitional Work Program (on "Light Duty") for a maximum of ninety (90) calendar days.

**ARTICLE 28**  
**ATTENDANCE/TARDINESS/DISCIPLINE POLICY**

The discipline process shall be as follows:

<b>Violation</b>	<b>Discipline</b>	<b>Comments</b>
1st	Coaching & Counseling (NOT DISCIPLINE)	Written documentation placed in file
2nd	Advisory Letter	Placed in file
3rd	2nd Advisory Letter	Placed in file
4th	Career Decision	
	<b>Options</b>	
A.	"Commitment Letter" with 1 day off	Day off in Unpaid
B	Accept Termination w/Grievance	
C	Voluntary Resignation	
Letters:	All Letters are 2-year Letters	
Just Cause	Discipline subject to CBA Just Cause	
Coaching & Counseling	Mgmt. reserves the right to Coach & Counsel any time warranted without restarting the progression	
<b>NB: The Company may skip steps depending upon the seriousness of the offense. The company may also revert to coaching &amp; counseling at any step</b>		

The company will post a copy of the Corrective Progressive Polity on the bulletin boards.

**ARTICLE 29**  
**SIGNING BONUS**

The Company agrees to pay a one-time signing bonus to all union members of ~~two~~ four hundred (\$~~400.00~~2500.00) dollars.

There will be no retro-adjustment for payroll and/or increase or changes in health insurance and the costs of other benefits.

**ARTICLE 30**  
**QUARTERLY CAPPED-OUT BONUS**

~~For full-time Fuelers/Utility Workers/and Tank Farm Workers who have reached the \$12.00 capped rate as of 2/28/15, a quarterly lump sum bonus of \$0.25 will be paid on regular hours worked. The lump sum will be paid in the first pay check at the end of each quarter following one complete work week. The lump sum bonus will be accrued and if the employee retires or leaves the Company for any reason the accrued pro-rata amount will be paid.~~

**ARTICLE 30~~1~~**  
**401K Plan**

The company will provide access to a 401K savings plan.

**ARTICLE 3~~1~~2**  
**DURATION OF AGREEMENT**

Except as otherwise specifically provided herein, this Agreement shall become effective January ~~6, 2014~~ **DOR** and shall remain in full force and effective until January ~~6, 2017~~ [**Date**] and it shall renew itself without change from year to year thereafter unless written notice of intended change is serviced by either party hereto at least sixty (60) days prior to such date.

**IN WITNESS WHEREOF**, the parties hereto have caused this Agreement to be executed as of the day and year first above written.

**ALLIED AVIATION FUELING COMPANY OF SAN ANTONIO INC.**

By \_\_\_\_\_ Date \_\_\_\_\_  
Harold W. Loy, A.V.P. Central Region

By \_\_\_\_\_ Date \_\_\_\_\_  
Edward Rose, V.P.

**INTERNATIONAL ASSOCIATION OF MACHINISTS & AEROSPACE WORKERS  
AIR TRANSPORT DISTRICT LODGE 142**

By \_\_\_\_\_ Date \_\_\_\_\_  
John M Coveny Jr.  
President-Directing General Chair

By \_\_\_\_\_ Date \_\_\_\_\_  
Ken Coley, General Chair  
IAMAW, District 142